

Nebraska “Grow Your Own” Teacher Apprenticeship Competitive Grant Opportunity

Pre-Bid Engagement Session
for LEA and School Partners

Wednesday, September 4, 2024
3:00 p.m. - 4:00 p.m. CST





Nebraska “Grow Your Own” Teacher Apprenticeship

Competitive Grant Opportunity

Nebraska Department of Education | August 16, 2024

Application Due Dates:

September 27, 2024

AGENDA

Part 1: Grant Background and Summary

Part 2: Role & Responsibilities of
LEA + School Partners

Part 3: Grant Timeline, Logistics, and
Q+A

Part 4: Grant Application Walkthrough—
Highlighted Items for LEA + School
Partners

Part 5: Additional Q+A

Nebraska “Grow Your Own” Teacher Apprenticeship Competitive Grant

PART 1: Grant Background and Summary





NEBRASKA

DEPARTMENT OF EDUCATION



Mission of the NDE

To lead and support the preparation of all Nebraskans for learning, earning, and living.

Without access to highly-effective educators, meeting this mission is impossible.



State Board Legislative Priorities

The State Board has committed to **halving** the number of school staffing vacancies by 2030.

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NEBRASKA DEPARTMENT OF EDUCATION

State Board Legislative Priorities for the 2025-27 Biennium
Adopted: August 2, 2024

- Foundational Literacy - Improve literacy for all learners, and especially those in the pre-K and the earliest grades, through a focus on the science of reading, family and adult literacy strategies, job-embedded coaching, and enhancements to educator preparation programs.
 - Measure of Success: 75% of Nebraska third graders will be proficient in reading by 2030.
 - Legislative Priorities:
 - Continue investments in coaching, professional learning, family literacy, and alignment of resources and strategies.
 - Support efforts increasing the compensation for early childhood education providers.
 - Ensure state investment in statewide family engagement centers.
 - Update core services statute and secure additional funding for ESUs.
 - Secure funding and support for the Early Childhood Integrated Data System to ensure proper data to inform decisions and quality.
 - Further develop early childhood apprenticeship programs and other avenues to ensure access to quality early childhood educators.
- Excellent Educators - Ensure access to a robust supply of excellent educators.
 - Measure of Success: Halve the number of school staffing vacancies by 2030.
 - Legislative Priorities:
 - Consolidate and align the multiple teacher incentive programs to create coherence and flexibility.
 - Align and expand apprenticeship activities to focus on educator apprenticeships.
 - Harmonize, consolidate, and simplify provisions pertaining to alternate and provisional certification.
 - Develop or amend programs to ensure availability of critical support staff like school psychologists, school counselors, and school nurses.
- Engagement - Improve student, family, teacher, school, and community engagement.
 - Measure of Success: Halve chronic absenteeism by 2030.
 - Legislative Priorities:
 - Continue investments and strategies focused on career and technical education, work-based learning, and community and business engagement.
 - Support funding for expanded learning opportunities, mentoring, and tutoring.
 - Implement recommended policies and procedures for improved systems integration and data sharing for systems-involved youth as prescribed in 79-303.01.
 - Secure state investments in community schools to address student and staff mental health needs and ensure community providers have a pathway to serve in schools.

To lead and support the preparation of all Nebraskans for learning, earning, and living.

Nebraska's Commitment to Teacher Registered Apprenticeship Program Expansion

- In **June 2023**, **LB705** was passed by the Legislature and approved by the Governor. This bill outlines statewide requirements and allocates funding for the **Nebraska Teacher Apprenticeship Program**.
- **\$1,000,000** in state funding appropriated for fiscal year **2023-24**, and each fiscal year thereafter, from the Education Future Fund to the Nebraska Department of Education for the program. Funding can be used to support design and expansion of individual Teacher Apprenticeship Programs in Nebraska.
- In **March 2024**, Nebraska Department of Education officially announced the **Nebraska Teacher Apprenticeship Program**, which included 3 pilot programs and a new statewide registered apprenticeship standards framework that allows for minimum 2,000-hour training pathways into the teaching profession.
- In **July 2024**, Nebraska Department of Education received **\$4,500,000** through a competitive State Apprenticeship Expansion Formula grant to expand the Nebraska Teacher Apprenticeship Program.



NATIONAL CENTER FOR
GROW YOUR OWN

Problems to Address

By leveraging Grow Your Own strategies at the Tennessee Department of Education, we sought to...

Remove financial barriers

Address vacancies - with focus on SPED and ESL

Eliminate concept of a first-year teacher

Educator diversity

EPP deserts and quality

What the Tennessee Department of Education Did

Become a teacher for free and get paid to do so

All graduates dual certified in either SPED or ESL

Increase length of student teaching experience

Incorporated diversity into the rubric

Increased access to high-quality EPPs

What This Led To

**The TN GYO Grant Program, released by the TN
Department of Education, led to...**

65 districts, 14 EPPs and 670+ future educators

Increase in diversity of EPP enrollees and teacher
candidates

Higher performing EPPs serving more enrollees

USDOL application for teacher apprenticeship

USDOL Registered Apprenticeship in Teaching

2 administrations, 4 applications,
15 letters of support

Occupation approved in November 2021

Available for any state now

Nebraska's Teacher Registered Apprenticeship
Model approved by USDOL in December 2023

Nebraska's Needs and Opportunities

Create **flexible, partnership-driven** teacher preparation pathways to **address critical vacancies** and **improve student access to high-quality teachers**

Tap into the **diversity** and **experience** of **existing non-certified staff, community members, and career changers in the state**

Build on **momentum** of **existing partnerships** in order to create **clearly articulated** apprenticeship pathways for those seeking a **Nebraska Regular Teaching Certificate** and a **post-secondary degree**

Opportunity to scale the **Nebraska Teacher Apprenticeship Program Model** across the state



Nebraska's Needs and Opportunities

Allow candidates to “**earn and learn**” while serving full-time under the guidance of a mentor teacher

Fund and sustain degree + certification models that allow for more **flexible entry points** and are oriented around candidates who are also **working full-time** in a school setting

Increase **retention** and **teacher effectiveness** via **wraparound supports, increased clinical experiences**, and an **emphasis on mentorship**

Ensure **financial sustainability** via low-cost pathways and registration as apprenticeships



Nebraska “Grow Your Own” Teacher Apprenticeship Competitive Grant



Nebraska “Grow Your Own” Teacher Apprenticeship

Competitive Grant Opportunity

Nebraska Department of Education | August 16, 2024

Application Due Dates:

September 27, 2024

Competitive grant for **in-state, approved EPPs** to design and administer a “**Grow Your Own**”-style **Teacher Registered Apprenticeship Program**.

EPPs will be the applicants and award recipients.

EPPs **must** partner with one or more Nebraska **public school districts, educational service units (ESUs), and/or private school employers** in order to design or submit a complete application

NDE plans to award **up to \$2,500,000** this round of the grant program, in increments of **\$100,000 awards per proposal**.



Nebraska “Grow Your Own” Teacher Apprenticeship Competitive Grant



Nebraska “Grow Your Own” Teacher Apprenticeship

Competitive Grant Opportunity

Nebraska Department of Education | August 16, 2024

Application Due Dates:

September 27, 2024

This grant places priority on identifying providers who can supply a **competitive number of candidate seats** offered within the requested award amount, while also maintaining **program quality**.

EPP awardees must cover **all costs** for candidates using their awarded funds.

Candidates will be selected by LEA + School Partners. So long as selected candidates meet minimum requirements for EPP admission, they must be admitted by the EPP partner(s).

Selected candidates will complete their preparation while being **employed in a full-time, paid paraprofessional, education assistant, or equivalent student-facing position** under a **mentor teacher**. Candidates may be current non-certified staff, recent college graduates, career changers, or community members.



Nebraska “Grow Your Own” Teacher Apprenticeship Competitive Grant



Nebraska “Grow Your Own” Teacher
Apprenticeship

Competitive Grant Opportunity

Nebraska Department of Education | August 16, 2024

Application Due Dates:

September 27, 2024

Program Options for EPPs to offer:

Program Option A: 2-year Bachelor’s degree-granting and certification + endorsement program, for candidates with at least an associate’s degree or equivalent undergraduate credits (60+).

Program Option B: Post-baccalaureate certification + endorsement, or Master’s-degree and certification + endorsement program, for candidates with at least a bachelor’s degree.

For both program options, candidates must complete a minimum of **2,000** hours on-the-job training under a certified mentor teacher, prior to completing the program.

- Paid work experience within a school setting



Grant Highlights: *Eligible Endorsement Areas*

EPPs must offer a pathway in **at least one** of Nebraska's higher-vacancy teacher shortage areas.

Specific **priority** is given to programs that equip candidates to earn endorsement in the following areas:

- Special Education
- Early Childhood Inclusive
- English as a Second Language (ESL) Supplemental

EPPs must certify and demonstrate that LEA and School Partners have played a central role in the determination of which endorsement areas will be offered as part of a proposed program

Determinations of endorsement areas offered should be based on evidence of need at the LEA and/or School level



Grant Highlights: *Program Timelines*

Programs must begin by no later than **June 1, 2025**.

All EPP applicants must agree to administer their proposed GYO programs along a timeline that would allow each candidate to be eligible to become a fully certified teacher-of-record in Nebraska by no later than **June 30, 2027**.

For post-bacc. or master's-degree programs (Option B):
Priority will be given to programs that allow candidates to become a fully-certified teacher-of-record in Nebraska by no later than **June 30, 2026**

EPP applicants must allow for partnering LEAs and schools to enroll candidates on a **rolling basis** until all agreed upon, NDE-funded candidate seats are filled. EPPs and their partnering LEAs or private schools must **mutually agree** on a date after which no further candidates will be enrolled in order to meet the required **June 30, 2027** completion deadline.

All programs must allow for a minimum of 2,000 hours of on-the-job training under a mentor teacher



Program Design:

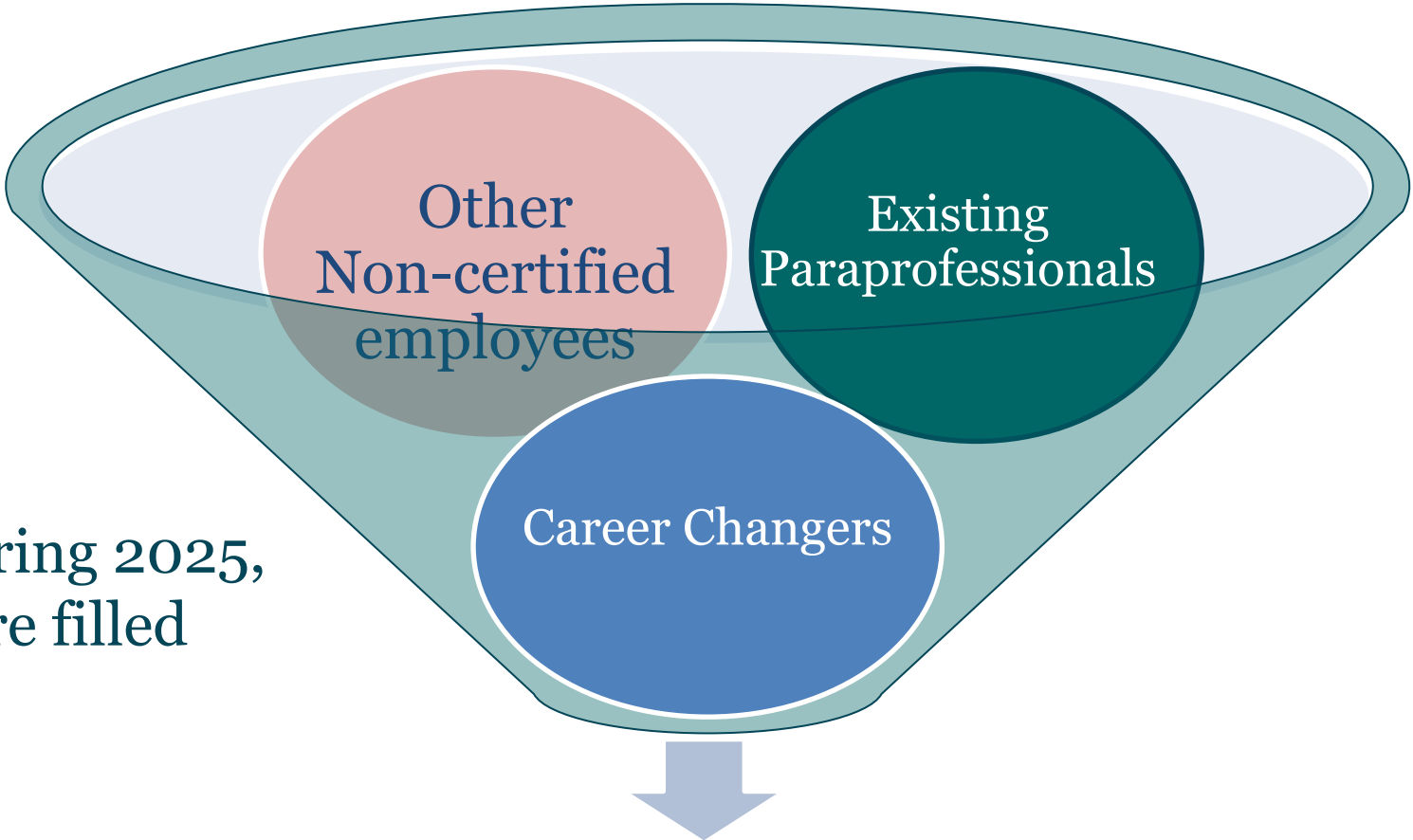
Option A: Bachelor's Degree & Certification + Endorsement Pathway



Program Option A

Recruitment:
Starting Fall 2024

Enrollment starting in Spring 2025,
continues until all seats are filled



Associate's degree, either in education or another field

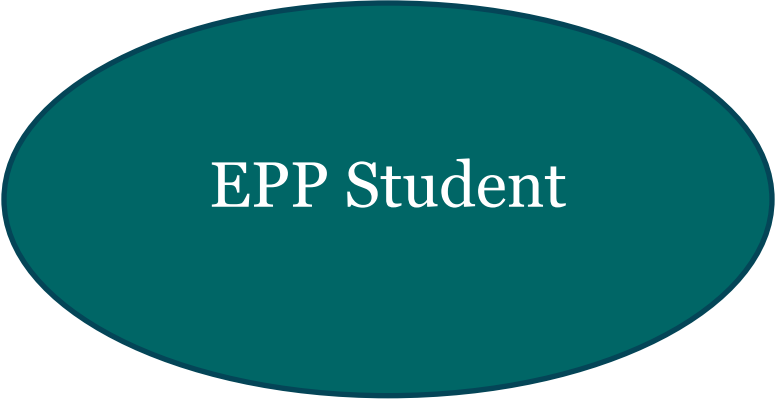
At least 60 undergraduate credits (not necessarily in education or a related field).

Participants Selected for Nebraska GYO Teacher Registered Apprenticeship Program

GYO Program:

Spring 2025 -
Summer 2027

Minimum 2,000
hours of on-the-job
training



EPP Enrollment

Coursework leading to a **bachelor's degree + certification**, including passage of all required certification assessments

Graduation

By no later than **June 30, 2027.**

Eligible to serve as Teacher-of-Record in a
Nebraska School

Program Design:

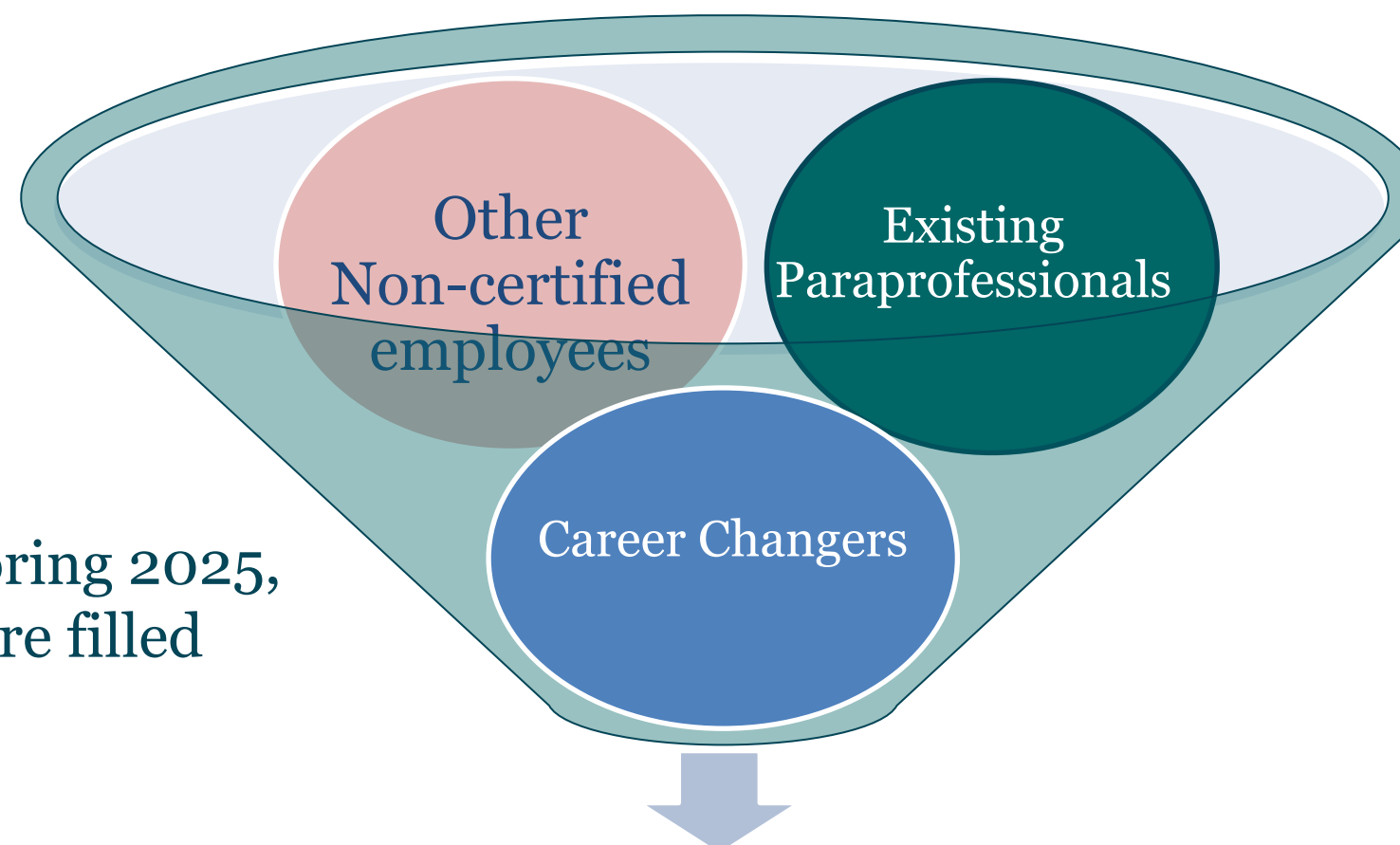
Option B:
Post-bacc.
or master's
degree &
certification +
endorsement



Program Option B

Recruitment:
Starting Fall 2024

Enrollment starting in Spring 2025,
continues until all seats are filled



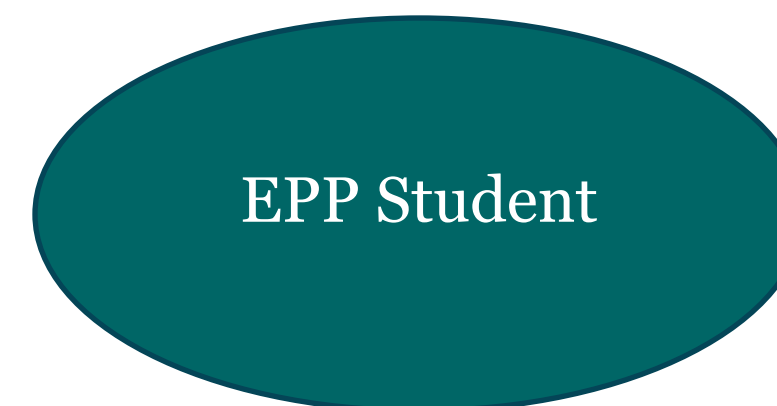
Bachelor's degree

Participants Selected for
Nebraska GYO Teacher Registered
Apprenticeship Program

GYO Program:

Spring 2025 -
Summer 2027

Minimum 2,000
hours of on-the-job
training



EPP Enrollment

Coursework leading
to **certification +
endorsement**, as
well as a **master's
degree** if offered by
the EPP applicant.

Graduation

By no later than **June 30, 2027**.

Eligible to serve as Teacher-of-Record in a
Nebraska School

Programs that can be completed by
June 30, 2026 will be prioritized

Grant Highlights *continued*

Candidates **may not** serve as teachers-of-record during the program

No out-of-pocket costs for apprentice candidates. EPPs must agree to use funds awarded by Nebraska Department of Education to cover all tuition, textbooks, one issuance of all certification assessments required for initial certification, and fees on behalf of candidates selected by their employing district, ESU, or private school.

Minimum one-year residency/clinical internship experience period

Wraparound supports for apprentice candidates and mentor teachers

EPP awardees, along with their LEA or school partners, must agree to pursue a **registered teacher apprenticeship**, at Nebraska Department of Education's discretion



Nebraska “Grow Your Own” Teacher Apprenticeship Competitive Grant

PART 2: Role & Responsibilities of LEA + School Partners



Grant Highlights: *Partnership Requirements*

EPP applicants must partner with **one or more** of the following entities, which will serve as the employer of selected candidates (teacher apprentices):

- Nebraska public school districts
- Nebraska Educational Service Units (ESUs)
- Nebraska Private Schools

All applications must include letter(s) of support from **all** proposed LEA (i.e., district or ESU) or private school partners who will employ selected teacher apprentices during the proposed program. Each letter must be signed by the LEA or private schools superintendent or equivalent administrator.



Nebraska “Grow Your Own” Teacher Apprenticeship Competitive Grant

LEA (district or ESU) and Private School partners are responsible for...

- ❑ **Collaborate** with EPP partners to design a “Grow Your Own” Teacher Registered Apprenticeship model that meets their local needs
 - Leverage ESU connections
- ❑ **Sign partner letters of support** as part of competitive grant application process
 - Superintendent signature, or signature from an equivalent administrator, is required.
- ❑ **Draft a required Wage Schedule** for each proposal in which they are named, using “Appendix E” as a guide
- ❑ **Assist** EPP partners with all other aspects of the Nebraska “Grow Your Own” Teacher Apprenticeship Competitive Grant, as needed



Nebraska “Grow Your Own” Teacher Apprenticeship Competitive Grant

LEA (district or ESU) and Private School partners are responsible for...

- ❑ **Identify, select, and recommend** prospective educators to complete the GYO program
- ❑ **Cooperate** with EPP partners on the selection, enrollment, and placement process, as well as data collection
- ❑ **Employ** selected teacher apprentices in full-time, non-certified student-facing position (i.e., paraprofessional) while they complete their training and coursework.
 - Ensure this experience includes at least 2,000 hours of paid, on-the-job experience during the proposed program
- ❑ **Provide** teacher apprentices with a mentor teacher
 - Ensure mentors are properly trained.
 - Compensation for mentor teachers is not required, but recommended if possible
- ❑ **Design and implement** a wraparound support program for both mentor teachers and participating teacher apprentices
- ❑ **Partner** with NDE to get GYO program(s) set up as a registered teacher apprenticeship with the USDOL



Nebraska “Grow Your Own” Teacher Apprenticeship Competitive Grant

Recommendations for Engagement with Current or Prospective EPP Partners

- **Highlight and emphasize your local needs, priorities, and capacity**
 - Utilize any current year vacancy data, as well as historical data
 - Push for strong wraparound supports for working professionals
- **Highlight your existing opportunities and talent pools**
 - Paraprofessionals/Education Assistants
 - Other Non-Certified Staff
 - Other Community Members
- **Push for both program quality and a competitive number of candidate seats**
 - GYO Programs are mutually beneficial (increased enrollment + increased teacher candidates)
- **Explore multiple options and partnerships**
 - LEAs and Schools can partner with as many EPP applicants as they'd like
 - Leverage ESU connections and relationships with EPPs
 - Keep your options open and “shop around” both locally and in other parts of the state



Nebraska “Grow Your Own” Teacher Apprenticeship Competitive Grant

EPPs are responsible for...

- ❑ **Submit** the grant application
 - o Working with university leadership to identify how many participants they can serve and what coursework they can offer within the given award amount and timeframe
 - o Writing a competitive application that satisfies all NDE requirement
- ❑ **Cover all out-of-pocket costs for candidates using awarded funds.** This includes tuition, fees, textbooks, and one (1) issuance of all required certification assessments.
- ❑ **Enroll eligible candidates** that are recommended by their employers, so long as those candidates meet minimum admission requirements of the EPP
 - o Work with employers to determine a mutually agreed upon deadline for recommendation and enrollment of candidates
- ❑ **Collaborate** with partnering LEAs and schools to ensure candidate success and strengthen partnerships.
- ❑ **Partner** with NDE and partnering LEAs and schools to register any resulting GYO program as a registered apprenticeship in teaching with the USDOL
- ❑ **Data reporting** to Nebraska Department of Education



Grant Highlights: *Partnership Requirements*

Required Contents— Partner Letters of Support:

Each partner letter of support must be signed by the local Superintendent or equivalent administrator, and must certify the following:

1. The LEA or school is willing to participate in the grant program in partnership with the applicant.
2. The LEA or school has reviewed and agrees to its role and responsibilities as a partner, as outlined in the Scope of Work Summary and Technical Response sections of this competitive solicitation for the Nebraska “Grow Your Own” Teacher Apprenticeship Grant Program.
3. The LEA or school certifies that any additional stipends or payments provided to assigned mentor teachers will be the financial responsibility of the LEA and will not be paid by the EPP awardee using grant funds.
4. The LEA or school certifies that it has been involved in determining, and approves of, the endorsement areas(s) and degree(s) that will be offered via the proposed partnership.
5. If a grant is awarded, the LEA or school is willing to sign a formal memorandum of understanding (MoU) with the Nebraska Department of Education, as part of its participation in the program, that further outlines and clarifies its role and responsibilities.



Grant Highlights: *Partnership Requirements*

Required Contents— Partner Letters of Support (Continued):

Each partner letter of support must certify the following:

6. If a grant is awarded, as part of its participation in the program, the LEA or school is willing to work with the Nebraska Department of Education and the EPP awardee in order to register the grant-funded “Grow Your Own” Teacher Apprenticeship program as a Registered Apprenticeship with the United States Department of Labor Office of Apprenticeship, with the Nebraska Department of Education serving as sponsor. Upon grant award, all partnering LEAs and private schools will also be required to sign a memorandum of understanding (MoU) with the Nebraska Department of Education.
 - See “**Appendix D: Example Memorandum of Understanding (MoU) between NDE and Partner LEA(s)/Schools**” within the full competitive grant document for a summary of what will be included in this MoU.



Grant Highlights: Terms of *Appendix D-Example MoU between NDE and Partner LEA(s)/Schools*

See “Appendix D: Example Memorandum of Understanding (MoU) between NDE and Partner LEA(s)/Schools” on pg. 37 of the Grant Application

Upon distribution of awards to selected EPPs, all partnering LEAs and school partner(s) will be required to sign a Memorandum of Understanding (MoU) with NDE, as the fiscal agent and sponsor of the resulting “Grow Your Own” Teacher Apprenticeship programs. This MOU will include, at minimum, the following terms:

- The LEA or school is willing to participate in the Nebraska “Grow Your Own” Teacher Apprenticeship Grant Program, in partnership with their identified EPP applicant. The LEA or school will partner with the EPP to ensure each participant serves in a paid paraprofessional, education assistant, or equivalent student-facing position for a minimum of 1-year during their participation in the program
- The LEA or school must employ participants as paid paraprofessionals, education assistants, or equivalently positioned student-facing employees, and ensure participants serve in classrooms with highly effective mentor teachers that will serve as clinical mentors. Each participant must be assigned to a high-quality cooperating teacher. The LEA or school must also agree to coordinate with their partner EPP to implement a mentoring program as specified in the EPP’s response to item T7 ‘Mentor Support’ in the Technical Response for the “Nebraska Grow Your Own Teacher Apprenticeship Program” Competitive Grant Opportunity.



Grant Highlights: Terms of *Appendix D-Example MoU between NDE and Partner LEA(s)/Schools, contd.*

See “Appendix D: Example Memorandum of Understanding (MoU) between NDE and Partner LEA(s)/Schools” on pg. 37 of the Grant Application

- The LEA or school certifies that it has been actively involved in determining, and approves of, the teacher certification type, endorsement area(s), and degree(s) that will be offered via the proposed Nebraska Grow Your Own Teacher Apprenticeship Program partnership.
- The LEA or school certifies that any additional stipends or payments provided to assigned mentor teachers will be the financial responsibility of the LEA or school and will not be paid for by the EPP awardee using grant funds.
- The LEA or school acknowledges that while occupying paid positions during their participation in the approved Nebraska Grow Your Own Teacher Apprenticeship Program, participants must engage in instructional activities such as co-teaching, planning for instruction, small groups, tutoring, professional learning communities and grading.
- The LEA or school acknowledges that while occupying paid positions during their participation in the approved Nebraska Grow Your Own Teacher Apprenticeship Program, participants may not be assigned non-instructional duties during the instructional day such as lunchroom monitoring, substitute teaching (except when the participant’s mentor teacher is absent), study hall, office 37 duty, or in-school suspension. This grant does not limit duties assigned before or after the regular school day.



Grant Highlights: *Appendix D-Example MoU between NDE and Partner LEA(s)/Schools, contd.*

See “Appendix D: Example Memorandum of Understanding (MoU) between NDE and Partner LEA(s)/Schools” on pg. 37 of the Grant Application

- The LEA or school may enter into an agreement with participants, according to the discretion of the LEA or school, to ensure participant’s commitment to teach within their LEA or school for a specified minimum number of years upon earning their teaching certification.
- The LEA or school is able to replace a participant at no additional cost into the program if a previous candidate drops out before graduating. Prior to program start date, the EPP Awardee and the LEA or school shall mutually agree upon a deadline after which new candidates would not be able to enroll and complete within the specified grant timeline.
- The LEA or school reserves the right to purchase additional seats at the prorated amount per participant, as outlined in the EPP awardee’s grant award and accompanying grant proposal.



Questions?

PART 3:
RFP Timeline, Logistics,
and Q+A

Grant Timeline

August 16, 2024: Competitive Grant Released

August 26, 2024: [EPP Pre-Bid Conference #1](#) (click to view Zoom recording. Password: g?#l#1)

September 4, 2024: [EPP Pre-Bid Conference #2](#), via Zoom (9:00 a.m. CST)

September 4, 2024: [Pre-Bid Engagement Session for LEA and School Partners](#), via Zoom (3:00 p.m. CST)

September 11, 2024: Deadline for questions, submitted via email to jim.kent@nebraska.gov (11:59 p.m. CST)

September 18, 2024: Questions addressed by NDE

September 27, 2024: Deadline for applications, submitted via email to jim.kent@nebraska.gov (11:59 p.m. CST)



Grant Timeline

***October 4, 2024:** Notice of contract award

***October 16, 2024:** Proposed Contract Start Date

Fall 2024-Spring 2025: Recruitment for funded “Grow Your Own” Teacher Registered Apprenticeship programs begins

No later than June 30, 2025: Selected candidates enroll in and begin their “Grow Your Own” Teacher Registered Apprenticeship programs

***Note:** All contract signature deadlines and proposed contract start dates are tentative and subject to all final approvals once grant awards are determined



Submission Guidelines

Submitting Multiple Proposals

EPP applicants must only submit one (1) application to the NDE for consideration. However, EPPs may submit multiple project proposals, each for a requested \$100,000 grant award, within a single (1) grant application. Applicants will thus be eligible for multiple \$100,000 awards.

Cohorts **can** be made up of candidates from **one or more** LEA or school partners.

For example, if an applicant submits a single application that includes 5 program proposals for \$100,000 each, offering to provide preparation for 5 distinct cohorts of candidates from various LEA or school partners, they may receive \$500,000 in total. However, individual project proposals within an overall grant application cannot exceed \$100,000.



Nebraska “Grow Your Own” Teacher Apprenticeship Competitive Grant

Table 1: EXAMPLE Program Proposal Summary Table

Program #	Program Option	Nebraska Endorsement Area	Partners and Seats per Partner	Total Seats	Amount Requested
1	Program Option A (Bachelor's Degree & Certification + Endorsement)	Special Education Generalist	LEA A – 3 seats LEA B – 4 seats LEA C – 6 seats	13	\$100,000
2	Program Option A (Bachelor's Degree & Certification + Endorsement)	Early Childhood Inclusive	LEA A – 4 seats LEA B – 5 seats LEA C – 4 seats LEA D – 2 seats	15	\$100,000
3	Program Option B (Post-Bacc. Certification + Endorsement)	Mathematic 6-12, plus ESL supplemental	LEA A – 10 seats LEA B – 10 seats	20	\$97,850
4	Program Option B (Post-Bacc. Certification + Endorsement)	Social Science 7-12, plus ESL) supplemental	LEA A – 10 seats LEA B – 10 seats	20	\$97,850
...
TOTAL				<sum of all seats>	<total amount>



Questions?

Nebraska “Grow Your Own” Teacher Apprenticeship Competitive Grant

PART 4: Grant Application Walkthrough– Highlighted Items for LEA + School Partners



Grant Application Overview

Mandatory Requirements

0. Summary Table
1. Contact Info
2. Unique Entity Identifier
- 3. Partner Info**
4. EPP Approval Status Confirmation
5. Confirmation of Program Option Offering
6. Degree and Certification + Endorsement Earned
7. Agrees to Scope of Work Summary and Pro Forma Grant Award Notice
- 8. Partner Letters of Support**
9. Program Timeline
10. No Cost to Participants
11. Registered Apprenticeship
12. Minimum Admissions Requirements
13. Residency Period
14. Coursework Delivery Format
- 15. Progressive Wage Schedule**

Note: The following slides will include a summary of the Mandatory Requirements listed in **bold** above



Mandatory Requirements

Mandatory Requirement

- 3
- Partner Info:** Provide the entity name, point of contact, phone number, and email address for each organization involved in the proposed partnership(s) outlined in this application. This should include information for both the EPP submitting the application as well as any LEA (i.e., districts or ESUs) and/or private school with whom the EPP applicant is proposing to partner.*

*Note: If the applicant is submitting a single grant application with multiple proposals, clearly indicate relevant information by Program #. See Appendix C: Instructions for Multiple Proposals from the Same Applicant for more details.

Best Practice(s)

EPP applicant’s must be sure to provide the requested information for **all** LEA or school partners listed within their application



Mandatory Requirement

- 8 Partner Letters of Support:** Include attached letter(s) of support from all proposed partner LEA(s) or private school(s), and/or partnership agreements with each of the proposed partner LEAs. Each letter must be signed by the LEA or private schools superintendent or equivalent administrator. Each letter of support must certify the following:
- The LEA or school is willing to participate in the grant program in partnership with the applicant.
 - The LEA or school has reviewed and agrees to its role and responsibilities as a partner, as outlined in the Scope of Work Summary and Technical Response sections of this competitive solicitation for the Nebraska “Grow Your Own” Teacher Apprenticeship Grant Program.
 - The LEA or school certifies that any additional stipends or payments provided to assigned mentor teachers will be the financial responsibility of the LEA and will not be paid by the EPP awardee using grant funds.
 - The LEA or school certifies that it has been involved in determining, and approves of, the teacher certificate, endorsement area(s) and degree(s) that will be offered via the proposed partnership.
 - If a grant is awarded, the LEA or school is willing to sign a formal memorandum of understanding (MoU) with the Nebraska Department of Education, as part of its participation in the program, that further outlines and clarifies its role and responsibilities.
 - If a grant is awarded, as part of its participation in the program, the LEA or school is willing to work with the Nebraska Department of Education and the EPP awardee in order to register the grant-funded “Grow Your Own” program as a Registered Apprenticeship with the United States Department of Labor Office of Apprenticeship, with the Nebraska Department of Education serving as sponsor.

Mandatory Requirements



Progressive Wage Schedule:

15

Applicants must provide a table, for each partnering LEA or private school partner, that outlines the starting wage/salary rates that participants will earn during the proposed program.

- This table must also outline the minimum salary apprentices will earn in their first year of teaching.
- If the program spans multiple years, the participant must see an increase in wage/salary across years, at minimum.
- Partnering LEAs or schools may choose to provide incremental increases more frequently than annually, but that is not required.
- The submitted progressive wage schedule must follow all minimum requirements as outlined in Nebraska's USDOL-approved Standards of Apprenticeship, provided in *Appendix E: Progressive Wage Schedule Template*, which outlines all parameters for the Nebraska Teacher Registered Apprenticeship Model. Applicants must utilize the template provided in Appendix E. *

Wage Schedule Requirements

Requirements from Nebraska Department of Education's USDOL-Approved Standards of Apprenticeship

Apprentices must be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current journeyworker wage rate, which is at least \$38,000.00, or in compliance with the Employer's prevailing journeyworker wage rate.

During the apprenticeship term, Apprentices will be employed in a student-facing role within a school setting while serving under the supervision of a fully-certified Mentor Teacher (Journeyworker).

Wage Schedules for individual Apprentices shall be based on the Wage Schedule as set by the Employer.

Wage Schedule: Nebraska Teacher Registered Apprenticeship Program		
Period	1 (Entry into Teacher Apprenticeship Program) *	Program Completion (Journeyworker Wage Rate) *
Required Wage Rate	At least \$13.50/hour, or in compliance with Employer's prevailing wage rate.	At least \$38,000/year, or in compliance with Employer's prevailing Journeyworker wage rate.

**Wage schedules shall be subject to annual Employer's Board of Education review and approval, as well as state requirements, and relevant collective bargaining agreements.*



Template Wage Schedule Table

TEMPLATE FOR RESPONSE TO MANDATORY REQUIREMENT M15

TEMPLATE Wage Schedule: Nebraska Teacher Registered Apprenticeship Program			
Period	1 (Entry into Teacher Apprenticeship Program) *	2,3,4, etc.... <i><Periods usually correlate with school years or contract periods. Partnering LEAs or schools may choose to provide incremental increases more frequently than annually, but that is not required></i>	Program Completion (Journeyworker Wage Rate) *
Requirements	At least \$13.50/hour, or in compliance with Employer's prevailing wage rate.	At least \$13.50/hour, or in compliance with Employer's prevailing wage rate, <u>and</u> above the starting rate listed for Period #1.	At least \$38,000/year, or in compliance with Employer's prevailing Journeyworker wage rate.
Apprentice Wage Rate	<i><Insert minimum starting wage or salary for teacher apprentices. Must be equal to or higher than at least \$13.50 per hour, or in compliance with the Employer's prevailing wage rate. ></i>	<i><Insert next wage or salary progressions, based on intended minimum wage or salary in Period 2 and onwards during the Apprenticeship term.></i> Note: The number of Periods in an apprenticeship term will vary based on program length, format, and the progressive wage/salary schedules for each partnering LEA or school.	<i><Insert minimum starting wage or salary for certified teachers within the partnering LEA or school. Must be equal to or higher than \$38,000/year, or in compliance with the Employer's prevailing Journeyworker wage rate for certified teachers></i> Upon program completion, if certified, an individual who completes a registered teacher apprenticeship program, and who is employed by the partnering LEA or school, shall be paid a wage commensurate with their Employer's existing salary/wage scale for certified Journeyworker teachers.

Example Wage Schedule #1– Parapro.-to-Teacher Post-Bacc. Certification Program

WAGE SCHEDULE

Apprentices shall be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current journeyworker wage rate, which is: \$33.40/hour.

During the apprenticeship term, Apprentices will be employed as a Paraprofessional by the Employer. The Wage Schedules reflected below displays the minimum rates at which Apprentices will be compensated in the Paraprofessional role during the apprenticeship term.

Wage Schedule for ██████ Public Schools Teacher Apprenticeship Program			
Period	1 (Teacher Apprentice Year 1) *	2 (Teacher Apprentice Year 2) *	Program Completion (Full Time Teaching position, upon successful licensure) *
Wage Rate	\$14.64/hour	\$ 15.11/hour	\$33.40/hour

**Wage schedules are subject to annual Board review and approval, state requirements*



Example Wage Schedule #2 - Associates-to-Bachelor's Program for Education Assistants

WAGE SCHEDULE

Apprentices shall be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current journeyworker wage rate, which is:
\$41,050.00/year.

During the apprenticeship term, Apprentices will be employed as an Education Assistant ("EA"), with a job placement either as a general education or special education EA. Placement will depend on an Apprentice's prior education, credentials, and background. The Wage Schedules reflected below displays the minimum rates at which Apprentices will be compensated in either the general education or special education EA roles during the apprenticeship term.

Wage Schedule for [REDACTED] Schools Teacher Apprenticeship Program			
General Education EA Placement			
Period	1 (Teacher Apprentice Year 1) *	2 (Teacher Apprentice Year 2) *	3 (1 st Year Teacher) *
Wage Rate	\$13.67/hour	\$ 14.08/hour	\$41,050.00

Wage Schedule for [REDACTED] Schools Teacher Apprenticeship Program			
Special Education EA Placement			
Period	1 (Teacher Apprentice Year 1) *	2 (Teacher Apprentice Year 2) *	3 (1 st Year Teacher) *
Wage Rate	\$15.10/hour	\$ 15.55/hour	\$41,050.00

**Wage schedules are subject to annual Board review and approval, state requirements, and collective bargaining agreements.*



Questions?

Technical Response Items

1. **Participant Seats**
2. Budget and Budget Narrative
3. **Program Design**
4. Endorsement Areas
5. Program Activities, Timeline, and Courses
6. **Details of Residency Model**
7. **Mentor Support**
8. **EPP-LEA/School Partnerships**
9. Wraparound Supports

Note: The following slides will include a summary of the Technical Response Items listed in **bold** above

See **Appendix B: Technical Response Rubric** within the grant application for a detailed breakdown of how each Technical Response Item will be scored.

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Participant Seats: Maximum **35** points

Please provide the following:

- 1) A count of the number of participant seats that will be offered to each LEA (i.e., districts or ESUs) and/or private school partner for the proposed “Grow Your Own” Teacher Apprenticeship program. Number of seats offered to each LEA or school partner may vary and should be based on size and need of the LEA(s) and school(s).*
- 2) A count of the total number of seats offered to all LEA and private school partners for the proposed “Grow Your Own” Teacher Apprenticeship Program *

*Note: If the applicant is submitting a single grant application with multiple proposals, clearly indicate relevant information by Program #. See Appendix C: Instructions for Multiple Proposals from the Same Applicant for more details.

Considerations & Recommendations for LEA + School Partners

- Push for both program quality and a competitive number of candidate seats
- Highlight local needs and opportunities/talent pools
- Push EPP partners to consider cutting unnecessary costs, leading to a more competitive application
 - i.e., fees, other programmatic costs

**Technical
Response**

Program Design: Maximum **10** points

Provide a description of intended program design. At a minimum, this description must outline the following:

- 1) How was the vision for the “Grow Your Own” Teacher Apprenticeship program developed? What process was used to incorporate input from students, educators, paraprofessionals, and cultural liaisons in the community?
- 2) How did the applicant determine the proposed endorsement areas(s) that will be offered? How was this determination based on the current needs, data trends, and existing talent pools within the partner LEA(s) or school(s)?
- 3) Outline the candidate recruitment, screening, and selection process. Please also outline minimum qualifications for participants, including any HR requirements from the partnering LEA(s) or school(s). Who is the intended recruitment and talent pool for this program, and what degrees or credentials must intended participants currently possess in order to be eligible for the program (e.g., current education assistants with associate’s degrees, education assistants with a bachelor’s degree, or STEM professionals with at least a bachelor’s degree who are seeking a career change)?
- 4) How will the proposed “Grow Your Own” Teacher Apprenticeship program help to address staffing needs and increase the diversity of educators serving within partnering LEA or school(s)?*

*Note: If the applicant is submitting a single grant application with multiple proposals, clearly indicate relevant information by Program #. See Appendix C: Instructions for Multiple Proposals from the Same Applicant for more details.

Considerations & Recommendations for LEA + School Partners

- Highlight local needs, opportunities, talent pools.
- Be as specific as possible when outlining the intended recruitment pools and teacher shortage areas you’d like to focus on
- Utilize current and/or prior year teacher vacancy and retention data to inform program design
- Work with EPP partners to arrive at a clear plan for the recruitment, screening, and selection of teacher apprentice candidates
- Norm with EPP partners regarding their admissions requirements

Details of Residency Model: Maximum 7 points

Provide a description of the residency and 1-year minimum clinical internship model to be employed during the program. At a minimum, this response must outline the following:

- 1) How will participants gradually take on more instructional responsibility over the course of the grant?
- 2) How will cooperating mentor teachers be chosen and paired?
- 3) What evaluation process will be established to provide feedback to participants throughout the program?*

*Note: If the applicant is submitting a single grant application with multiple proposals, clearly indicate relevant information by Program #. See Appendix C: Instructions for Multiple Proposals from the Same Applicant for more details.

Considerations & Recommendations for LEA + School Partners

- Norm with EPP partners regarding their student-teaching/clinical internship models
- Determine how mentor teachers will be selected and paired with selected teacher apprentices
- Norm with EPP partners how teacher apprentice candidates will be observed, assessed, and given gradually increasing instructional responsibilities over the course of the program

Mentor Support: Maximum of 7 points

Outline how the applicant will develop and implement a mentoring program to support para-to-teacher participants throughout the duration of the program.

Each participant must be assigned to a high-quality mentor teacher (also referred to as a “Journeyworker”). This mentoring program must be developed in collaboration with the applicant’s partner LEA(s), including representative administrators and cooperating mentor teachers, and it must explain in detail how the program will be delivered to support emerging teachers. This plan must include, at a minimum:

- 1) A detailed description of how the EPP and its LEA (i.e., districts or ESUs) and/or school partner(s) will market and recruit qualified journeyworker mentor teachers for the proposed teacher apprenticeship program.
- 2) A detailed description of how the EPP’s partnering LEA and/or school partner(s) will screen and select its qualified journeyworker mentor teachers.
- 3) A detailed description of the specific training, compensation, ongoing support, and additional incentives that will be offered to selected journeyworker mentor teachers.
- 4) A detailed description of how the EPP and its LEA and/or school partner(s) will pair selected journeyworker mentor teachers with selected apprentice teachers.
- 5) A detailed description of how journeyworker mentors will be trained to help differentiate support strategies and leveraging candidate strengths while working with candidates of different backgrounds (i.e., career changers, recent high school graduates, experienced paraprofessionals).
- 6) A detailed description of how the EPP and its LEA and/or school partner(s) will ensure that journeyworker mentor teachers are able to effectively manage their responsibilities as mentors while maintaining their assigned duties as lead classroom teachers.

Considerations & Recommendations for LEA + School Partners

- Determine your LEA or School’s minimum qualifications for mentor teachers
- Determine how mentor teachers will be recruited, selected, and paired with teacher apprentice candidates
- Determine how mentor teachers will be trained, compensated, and supported throughout the grant period
- Provide the above information to your EPP partners

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EPP-LEA/School Partnerships: Maximum of **6** points

Provide a description of the respective partnership roles between the applicant and the partner LEA(s) and/or partner school(s). Please specify which parties are responsible for which elements of the program.

*Note: If the applicant is submitting a single grant application with multiple proposals, clearly indicate relevant information by Program #. See Appendix C: Instructions for Multiple Proposals from the Same Applicant for more details.

Considerations & Recommendations for LEA + School Partners

- Establish a clear plan for data sharing and reporting, based on requirements in the grant application
- Norm with EPP partners around both shared and individual responsibilities in implementing any proposed GYO teacher registered apprenticeship programs
- Build on existing partnerships as desired
- Establish new partnerships
- Push for specificity and clarity from EPP partners

The applicant must address all technical response items and provide, in sequence, the information requested. The evaluation team members will evaluate the responses and assign a score to each item based on a summary review and assessment of the applications received.

Questions?

PART 5: Additional Q+A

Thank You!